

HR ANALYTICS DASHBOARD

Human Resources

Research &
Development

Sales

Attrition by Gender

Male

Female

150

87

Count of Employee

1470

Attrition

237

Attrition Rate

16.1%

Avg Age

36.92

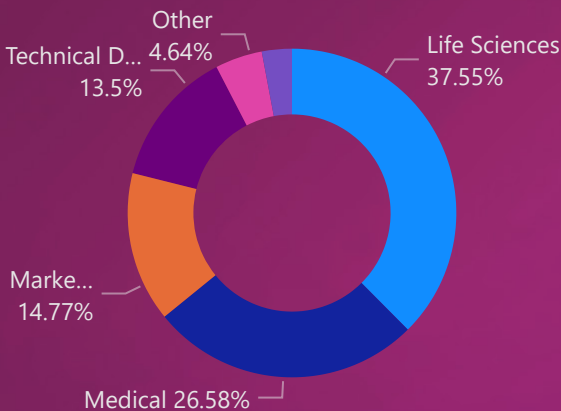
Avg Salary

6.50K

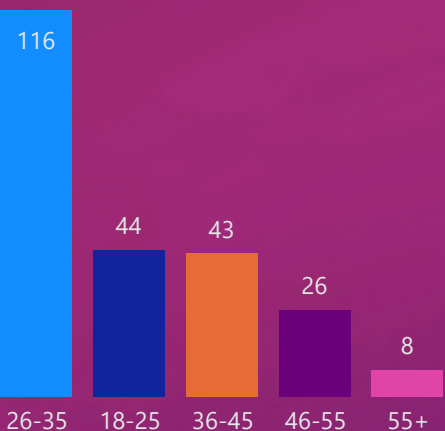
Avg Years

7.01

Attrition by Education



Attrition by Age



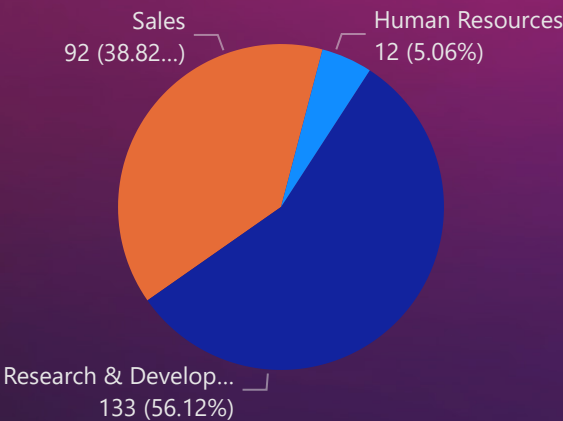
Attrition by Salary Slab



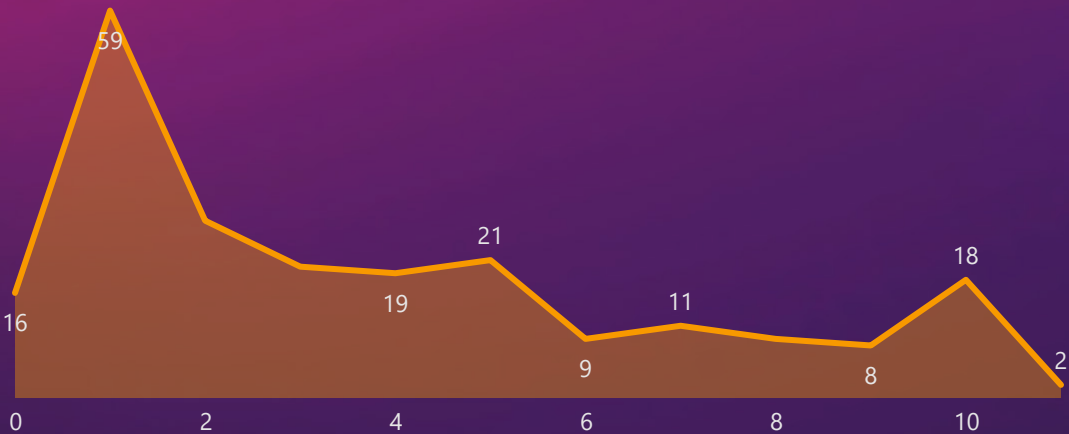
JobRole

	1	2	3	4	Total
Sales Representative	7	10	9	7	33
Sales Executive	16	9	18	14	57
Research Scientist	13	10	15	9	47
Research Director	0	1	1	0	2
Manufacturing Director	2	2	4	2	10
Manager	1	2	1	1	5
Laboratory Technician	20	8	21	13	62
Human Resources	5	2	3	2	12
Healthcare Representative	2	2	1	4	9
Total	66	46	73	52	237

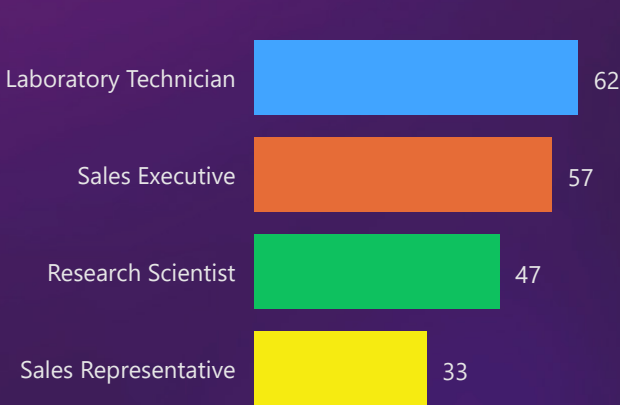
Attrition by Department



Attrition by years at Company



Attrition by Job Role



Query Query History

```
36
37
38 --Q1 No of distinct employees:
39 SELECT COUNT(DISTINCT empid) AS count_of_employee FROM HR_DA;
40
41
42 --Q2 No of employees in HR department:SELECT COUNT(DISTINCT empid) FROM HR_DA WHERE department = 'Human Resources'
```

Data Output Messages Notifications



	count_of_employee
1	1470

```
42 --Q2 No of employees in HR department:
43 SELECT COUNT(DISTINCT empid) FROM HR_DA WHERE department = 'Human Resources' ;
44
45 No of employess in R&D department:SELECT COUNT(DISTINCT empid) FROM HR_DA WHERE department = 'Research & Development' ;
46
47 No of employees in sales department:SELECT COUNT(DISTINCT empid) FROM HR_DA WHERE department = 'Sales' ;
48
```

Data Output Messages Notifications



	count bigint	
1		63

```
42 --Q2 No of employees in HR department:
43 SELECT COUNT(DISTINCT empid) FROM HR_DA WHERE department = 'Human Resources' ;
44
45 --No of employees in R&D department:
46 SELECT COUNT(DISTINCT empid) FROM HR_DA WHERE department = 'Research & Development' ;
47
48 --No of employees in sales department:
49 SELECT COUNT(DISTINCT empid) FROM HR_DA WHERE department = 'Sales' ;
50
```

Data Output Messages Notifications



	count	bigint
1		961

```
42 --Q2 No of employees in HR department:
43 SELECT COUNT(DISTINCT empid) FROM HR_DA WHERE department = 'Human Resources' ;
44
45 --No of employees in R&D department:
46 SELECT COUNT(DISTINCT empid) FROM HR_DA WHERE department = 'Research & Development' ;
47
48 --No of employees in sales department:
49 SELECT COUNT(DISTINCT empid) FROM HR_DA WHERE department = 'Sales' ;
50
```

Data Output Messages Notifications




	count bigint	
1	446	

```
50
51 --Q3 Avg age of employee:
52 SELECT ROUND(AVG(age),2) FROM HR_DA;
53
```

Data Output Messages Notifications



	round numeric 
1	36.92

```
53
54 --Q4 AVG Salary:
55 SELECT ROUND(AVG(monthlyincome),2) FROM HR_DA;
56
```

Data Output Messages Notifications



	round numeric
1	6500.23


```
56
57 --Q5 AVG year at company:
58 SELECT ROUND(AVG(yearsatcompany),2) FROM HR_DA;
59
60
```

Data Output Messages Notifications



	round numeric
1	7.00

```

59
60
61 --Q6 Attrition by job role:
62 SELECT jobrole, COUNT(Attrition) AS AttritionCount FROM HR_DA
63 WHERE Attrition = 'Yes'
64 GROUP BY jobrole
65 ORDER BY AttritionCount DESC
66 LIMIT 4;

```

Data Output Messages Notifications



	jobrole character varying (70) 🔒	attritioncount bigint 🔒
1	Laboratory Technician	62
2	Sales Executive	57
3	Research Scientist	47
4	Sales Representative	33

```

67
68 --Q7 Attriton by SalarySlab:
69 SELECT SalarySlab, COUNT(Attrition) AS AttritionCount FROM HR_DA
70 WHERE Attrition = 'Yes'
71 GROUP BY SalarySlab
72 ORDER BY AttritionCount DESC
73 LIMIT 4;
74

```

Data Output Messages Notifications



	salaryslab character varying (60) 🔒	attritioncount bigint 🔒
1	Upto 5k	163
2	5k-10k	49
3	10k-15k	20
4	15k+	5

```

74
75 --Q8 Attrition By Age:
76 SELECT AgeGroup, COUNT(Attrition) AS AttritionCount FROM HR_DA
77 WHERE Attrition = 'Yes'
78 GROUP BY AgeGroup
79 ORDER BY AttritionCount DESC
80 LIMIT 5;
81

```

Data Output Messages Notifications



	agegroup character varying (50)	attritioncount bigint
1	26-35	116
2	18-25	44
3	36-45	43
4	46-55	26
5	55+	8

```
81
82
83 --Q9 Attrition by education:
84 SELECT educationfield,COUNT(Attrition) AS AttritionCount FROM HR_DA
85 WHERE Attrition = 'Yes'
86 GROUP BY educationfield
87 ORDER BY AttritionCount DESC;
88
89
```

Data Output Messages Notifications



	educationfield character varying (50)	attritioncount bigint
1	Life Sciences	89
2	Medical	63
3	Marketing	35
4	Technical Degree	32
5	Other	11
6	Human Resources	7

88
89
90
91
92
93

--Q10 Total attrition:

```
SELECT COUNT(Attrition) AS AttritionCount  
FROM HR_DA WHERE Attrition = 'Yes';
```

Data Output Messages Notifications



	attritioncount bigint	
1		237

```
93
94 --Q11 Attrition by year at company:
95 SELECT yearsatcompany, COUNT(Attrition) AS AttritionCount FROM HR_DA
96 WHERE Attrition = 'Yes'
97 GROUP BY yearsatcompany
98 ORDER BY yearsatcompany ASC
99 LIMIT 12;
100
```

Data Output Messages Notifications



	yearsatcompany bigint	attritioncount bigint
1	0	16
2	1	59
3	2	27
4	3	20
5	4	19
6	5	21
7	6	9
8	7	11
9	8	9
10	9	8
11	10	18
12	11	2

```
100
101 --Q12 Attrition by gender:
102 SELECT gender,COUNT(Attrition) AS AttritionCount FROM HR_DA
103 WHERE Attrition = 'Yes'
104 GROUP BY gender;
105
```

Data Output Messages Notifications



	gender character varying (20) 🔒	attritioncount bigint 🔒
1	Female	87
2	Male	150


```
106 --Q13 Attrition Rate:
107 SELECT ROUND(((SELECT COUNT(Attrition) FROM HR_DA WHERE Attrition='Yes')/SUM(employeecount)) * 100,1)
108 FROM HR_DA;
109
```

Data Output Messages Notifications




	round numeric
1	16.1

```
109
110 --Q14 Department wise attrition rate:
111 SELECT ROUND(((SELECT COUNT(Attrition) FROM HR_DA WHERE Attrition='Yes' AND department = 'Sales')/SUM(employeecount)) * 100,1)
112 FROM HR_DA
113 WHERE department = 'Sales';
114
```

Data Output Messages Notifications



	round numeric 
1	20.6

```
110 --Q14 Department wise attrition rate:
111 SELECT ROUND(((SELECT COUNT(Attrition) FROM HR_DA WHERE Attrition='Yes' AND department = 'Sales')/SUM(employeecount)) * 100,1)
112 FROM HR_DA
113 WHERE department = 'Sales';
114
115 SELECT ROUND(((SELECT COUNT(Attrition) FROM HR_DA WHERE Attrition='Yes' AND department = 'Human Resources')/SUM(employeecount)) * 100,1)
116 FROM HR_DA
117 WHERE department = 'Human Resources';
118
```

Data Output Messages Notifications



	round numeric
1	19.0

```

109
110 --Q14 Department wise attrition rate:
111 SELECT ROUND(((SELECT COUNT(Attrition) FROM HR_DA WHERE Attrition='Yes' AND department = 'Sales')/SUM(employeecount)) * 100,1)
112 FROM HR_DA
113 WHERE department = 'Sales';
114
115 SELECT ROUND(((SELECT COUNT(Attrition) FROM HR_DA WHERE Attrition='Yes' AND department = 'Human Resources')/SUM(employeecount)) * 100,1)
116 FROM HR_DA
117 WHERE department = 'Human Resources';
118
119 SELECT ROUND(((SELECT COUNT(Attrition) FROM HR_DA WHERE Attrition='Yes' AND department = 'Research & Development')/SUM(employeecount)) * 100,1)
120 FROM HR_DA
121 WHERE department = 'Research & Development';
122

```

Data Output Messages Notifications



	round numeric
1	13.8

```

123 --Q15 Active employees:
124 SELECT SUM(employeecount) - (SELECT COUNT(attrition) FROM HR_DA WHERE attrition='Yes') FROM HR_DA;
125 --OR
126 SELECT (SELECT SUM(employeecount) FROM HR_DA) - COUNT(Attrition) AS active_employee FROM HR_DA
127 WHERE Attrition = 'Yes';
128

```

Data Output Messages Notifications



	?column? numeric
1	1236

```

128
129 --Q16 % wise Department attrition count
130 SELECT department,COUNT(Attrition) AS Attrition,
131 ROUND(CAST((COUNT(Attrition)) AS numeric)/(SELECT COUNT(attrition) FROM HR_DA WHERE attrition = 'Yes')*100,2)
132 FROM HR_DA
133 WHERE Attrition = 'Yes'
134 GROUP BY department
135 ORDER BY Attrition DESC;
136

```

Data Output Messages Notifications



	department character varying (70)	attrition bigint	round numeric
1	Research & Development	133	56.12
2	Sales	92	38.82
3	Human Resources	12	5.06

```

136
137 --Q17 Attrition Rate by Gender for different Age Group
138 SELECT AgeGroup, Gender, COUNT(Attrition) AS attrition,
139 ROUND(CAST((COUNT(Attrition)) AS numeric)/(SELECT COUNT(attrition) FROM HR_DA WHERE attrition = 'Yes')*100,2) AS Percent
140 FROM HR_DA
141 WHERE Attrition = 'Yes'
142 GROUP BY AgeGroup,Gender
143 ORDER BY AgeGroup,Gender DESC;
144

```

Data Output Messages Notifications



	agegroup character varying (50) 🔒	gender character varying (20) 🔒	attrition bigint 🔒	percent numeric 🔒
1	18-25	Male	26	10.97
2	18-25	Female	18	7.59
3	26-35	Male	70	29.54
4	26-35	Female	46	19.41
5	36-45	Male	30	12.66
6	36-45	Female	13	5.49
7	46-55	Male	19	8.02
8	46-55	Female	7	2.95
9	55+	Male	5	2.11
10	55+	Female	3	1.27

```

144
145 --Q18 Job Satisfaction Rating
146 SELECT * FROM
147 crosstab(
148 'SELECT JobRole, JobSatisfaction, SUM(EmployeeCount)
149 FROM HR_DA
150 GROUP BY JobRole, JobSatisfaction
151 ORDER BY JobRole, JobSatisfaction'
152 ) AS ct(JobRole varchar(50), one numeric, two numeric, three numeric, four numeric)
153 ORDER BY JobRole;
154

```

Data Output Messages Notifications



	jobrole character varying (50)	one numeric	two numeric	three numeric	four numeric
1	Healthcare Representative	27	19	43	43
2	Human Resources	10	16	13	13
3	Laboratory Technician	56	48	75	81
4	Manager	21	21	27	33
5	Manufacturing Director	26	32	49	38
6	Research Director	15	16	27	22
7	Research Scientist	54	53	90	95
8	Sales Executive	69	54	91	112
9	Sales Representative	12	21	28	23